DOCUMENT RESUME

ED 097 043 JC 740 365

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TITLE	Nursing Education Follow-up Study.
INSTITUTION	Bakersfield Coll., Calif.
PUB DATE	Aug 74
NOTE	59p.
EDRS PRICE	MF-$0.75 HC-$3.15 PLUS POSTAGE
DESCRIPTORS	Followup Studies; *Institutional Research; *Junior Colleges; *Medical Education; *Nursing; Post Secondary Education; Program Evaluation; Questionnaires; Tables (Data); Technical Reports; *Vocational Education
IDENTIFIERS	*Bakersfield College

ABSTRACT

This report discusses a study made to obtain information that would improve the quality of the Bakersfield College nursing-education program and lead to a better match between supply and demand in the nursing labor market in the Bakersfield area. The five parts of the report are: 1. Methodology; 2. Results of Responses to Questionnaire Items; 3. Respondents' Written Comments; 4. Summary, Conclusions, and Recommendations; and 5. Samples of Questionnaires, Letters, and Card. (DB)

ED 097045

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NURSING EDUCATION FOLLOW-UP STUDY

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Office of Institutional Research

Bakersfield College

August 1974

JC 740 365

Introduction

The purpose of this study is to present information that will improve the quality of the Bakersfield College nursing education program and will lead to a better match between demand and supply in the nursing labor market in the greater Bakersfield area. The study has been conducted jointly for Bakersfield College and the Southern San Joaquin Valley Health Manpower Consortium.

The study is divided into five parts:

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V.	Samples of Questionnaires, Letters, Card	40

Part I - Methodology

After consultation with Ursula Caspary-Ruoss and Annette Hinds of the Health Manpower Consortium and with Fred Ittner, Dean of Occupational Education at Bakersfield College, it was decided to limit the scope of the study to the June 1974 graduates of the Bakersfield College programs and to graduates of the program from the last five years (1969-73).

Lists of graduates were obtained from the R.N. and L.V.N. departments at Bakersfield College which indicated the following numbers of students completing nursing programs:

Time of Program Completion	R.N.	L.V.N.
1974	40	19
1973 December		24
1973 June	26	17
1973 February		17
1972 September		30
1972 June	24	
1972 February		16
1971 September		14
1971 June	32	
1970 June	25	20
1969 September		26
1969 June	16	
Totals	163	183

The nurses were grouped under four categories and questionnaires sent to these groups were color coded -- June 1974 R.Ns., June 1974 L.V.Ns., 1969-73 R.Ns., and 1969-73 L.V.Ns. Note that during the period eight groups of L.V.Ns. were

graduated. Actual numbers of mailings for the L.V.N. group was less since addresses were less complete. Mailings to 1969-73 L.V.Ns. were approximately 145. Attempts were made to update the lists through a Kern County registration list of R.Ns. and L.V.Ns. which was late 1973 in origin. Of the 123 completing the R.N. program at B.C., about 80 were found to be still registered as nurses in Kern County. Of the 145 completing the L.V.N. program in Kern County, about 100 were registered as nurses in Kern County.

The questionnaires and covering letters (samples included) were mailed June 10-12.

Identical questionnaires were sent to R.Ns. and L.V.Ns. Questions were constructed so that replies could be converted for calculation purposes to a computer data card (sample enclosed). Three questions specifically sought written responses -- these dealt with feelings about nursing as an occupation, strong and weak points of the Bakersfield College program, and courses desired through Bakersfield College continuing education. Computerized questions can be grouped under the following categories:

A. biographical -- sex, age, population of city of residence, high school graduating class

B. attitude toward nursing, influences to go into nursing

C. employment information -- whether employed or not, full time or part time, community in which working, title of job, primary setting of employment salary

D. job aspirations -- emphasis on where the respondent would like to work with emphasis on the attitude toward rural health care

E. attitudes toward the Bakersfield College nursing program

F. questions for those not employed to find out why they are not in nursing

Questionnaires to 1974 R.N. and L.V.N. graduates were shorter since they excluded questions on relating the B.C. program to the real world and on attitudes toward the job.

Mail-backs as of June 25 (a week after the requested deadline) yielded the following returns:

Recent R.Ns. - 18 of 40 -- 40 percent

1969-73 R.Ns. - 37 of 123 -- 30 percent

Recent L.V.Ns. - 5 of 19 -- 26 percent

1969-73 L.V.Ns. - 27 of 145 -- 19 percent

The period of June 25 to July 10 was used for telephone follow-up. Though only 18 questionnaires were returned by the post office with "no such address", telephone follow-up indicated that 20-25% had moved to the extent that telephone numbers could no longer be obtained. It is to be recalled that nurse registration lists indicated about one-third of both L.V.N. and R.N. graduates were no longer registered in Kern County.

R.Ns. tended to be more stable; L.V.Ns. had moved to the extent that telephone follow-up to groups earlier than 1973 found over half could not be contacted. Telephone numbers were inaccurate for almost a third of the 1972 and earlier R.Ns. The telephone program was only significant in obtaining additional responses from the 1974 Bakersfield College R.Ns.

Final returns are indicated below:

	Response	Total	Percentages
1974 R.Ns.	28	40	70.0
1969-73 R.Ns.	44	123	35.8
1974 L.V.Ns.	6	17	35.2
1969-73 L.V.Ns.	32	145	22.0

Note that the L.V.N. 1974 class is down from 19 as reported in the previous listing because two on the list reported they had not completed the program.

Another way to analyze the response rate is to compute the actual number receiving the questionnaire by deducting for inaccurate addresses - individuals moving, etc. Since inaccuracies and moving seemed greater with L.V.Ns., a one-third deduction was made with this group and a quarter with R.Ns. This resulted in the following:

	Response	Total	Percentages
1974 R.Ns.	28	38	73.9
1969-73 R.Ns.	44	92	47.8
1974 L.V.Ns.	6	17	35.2
1969-73 L.V.Ns.	32	97	33.0

The above indicates that almost half of 1969-73 R.Ns. to actually receive the questionnaire returned it; almost three-fourths of 1974 R.Ns. returned it; and about one-third of L.V.Ns. returned them.

After all results were received, they were run through the computer and written responses were totalled and analyzed. Results of these calculations comprise Part II and Part III.

Part II - Results of Responses to Questionnaire Items

The information that follows gives the numbers and percentages of nursing graduates to respond to the different items in the questionnaires. Some brief comments are made with some questions. Responses to questions which called for actual respondent writing are summarized in Part III.

Part II will present responses by:

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B. 1969-73 R.N. Graduates	10
C. 1974 L.V.N. Graduates	18
D. 1969-73 L.V.N. Graduates	19

A. 1974 R.N. Graduates

Twenty-eight of forty graduates responded (70%). Twenty-six of the twenty-eight (92.9%) had already obtained employment.

Sex of respondents was as follows:

Female	Male
24 (85.7%)	4 (14.2%)

Age of respondents was as follows:

20 -- 25	9	(32.1%)
26 -- 30	4	(14.3%)
31 -- 35	8	(28.6%)
36 -- 40	3	(10.7%)
41 -- 45	2	(7.1%)
46 -- 50	1	(3.6%)
51 -- 55	1	(3.6%)
56 and over	0	

Size of city of residence as follows:

During ages 0 -- 10:		
0 -- 20,000	9	(37.5%)
20,001 -- 50,000	1	(4.2%)
50,001 -- 100,000	10	(41.7%)
100,001 -- 500,000	3	(12.5%)
Greater than 500,000	0	
Unknown	1	(4.2%)

During ages 11 -- 17:		
0 -- 20,000	10	(38.4%)
20,001 -- 50,000	1	(3.9%)
50,001 -- 100,000	11	(42.3%)
100,001 -- 500,000	3	(11.5%)
Greater than 500,000	0	
Unknown	1	(3.9%)
During ages 18 -- 22:		
0 -- 20,000	7	(28%)
20,001 -- 50,000	5	(20%)
50,001 -- 100,000	10	(40%)
100,001 -- 500,000	2	(8%)
Greater than 500,000	0	
Unknown	1	(4%)

Significant numbers seem to come from all types of areas, including rural.

High school graduation year and size of graduation class was varied as indicated:

Year of Graduation:			Size of Graduation Class:		
1945 and before	2	(7.4%)	0 -- 25	2	(7.4%)
1946-50	3	(11.1%)	26 -- 50	2	(7.4%)
1951-55	2	(7.4%)	51 -- 100	3	(11.1%)
1956-60	7	(25.9%)	101 -- 200	4	(14.8%)
1961-65	3	(11.1%)	201 -- 300	7	(25.9%)
1966-70	7	(25.9%)	Greater than 500	9	(33.3%)
1971-present	3	(11.1%)			

Twenty-seven of twenty-eight, (96.4%) attended a public high school.

Decision to go into nursing was influenced more by inner motivation than any other force as answers to question 12 indicate:

Parental influence	0	
Other relative(s)	3	(10.7%)
High school counseling	0	
High school teacher(s)	0	
College teacher(s)	0	
Inner motivation	23	(82.1%)
Other	2	(7.1%)

High school counseling, which received zero percent in question 12, was inadequate according to 16 of 28 respondents (57.1%).

Only 10 of 28, (35.7%) had switched to nursing from another major. The majors they listed were English (2), meteorology, psychology and education.

Responses to questions on the Bakersfield College R.N. program were as follows:

If you have already obtained employment, do you feel the courses at Bakersfield College gave you the skills to obtain your new job?

Yes, 22 (84.6%) No, 4 (15.4%)

Was the course content in the B.C. nursing program -

Excellent	3	(11.1%)
Good	19	(70.4%)
Adequate	4	(14.8%)
Poor	1	(3.7%)

How interesting or challenging did you find your B.C. nursing course including clinical experience -

Very interesting	6	(21.4%)
Interesting	19	(67.9%)
All right	2	(7.1%)
Dull	1	(3.6%)

Do you feel the nursing staff of B.C. was supportive when you needed aid and encouragement or advice -

Very definitely	18	(64.3%)
Somewhat	8	(28.6%)
I received minimum help	2	(7.1%)

If you are employed, how did B.C. assist you in obtaining employment -

I did not seek employment assistance	25	(96.2%)
B.C. personnel directly helped me to obtain part time employment	0	
B.C. personnel directly helped me to obtain full time employment	1	(3.8%)
I am still using B.C. personnel to try to obtain employment	0	

Ratings of programs seemed generally favorable. Twenty of twenty-five who responded to question 21 (80%), on continuing education, indicated interest in taking more courses through Bakersfield College.

Part III will indicate specific student comments about Bakersfield College and its program.

Questions 22-31 deal with employment condition of those individuals who have obtained jobs as follows:

If you are employed, is it -

Part time	1	(3.9%)
Full time	25	(96.2%)

If you are employed part time, please designate what percentage of full time you are working -

0 -- 20 percent	0
20 -- 40 percent	0
40 -- 60 percent	0
60 -- 80 percent	1
80 -- 99 percent	0

If you are employed part time, would you prefer to be working full time?

Yes, 0 No, 1

If you are still seeking employment, what is the aspiration you have for a job setting? If you are working, what job setting would you ideally want to be in?

Acute hospital	8	(72.7%)
Long term care facility	0	
Clinic or health center	1	(9.1%)
Public health	1	(9.1%)
Laboratory (private)	0	
Physicians office	0	
Educational institution	0	
Industry or business	1	(9.1%)
Other	0	

If you are employed, what is the official title of your job?

General R.N.	21	(84%)
I.C.U.	1	(4%)
Doctor Asst.	1	(4%)
O.B. Delivery	1	(4%)
Other	1	(4%)

If you have already obtained employment, what is the annual salary?

Below $4,000	0	
$4,000 to $6,000	0	
$6,000 to $8,000	2	(7.7%)
$8,000 to $10,000	17	(65.4%)
$10,000 to $12,000	6	(23.1%)
$12,000 to $14,000	1	(3.9%)
$14,000 to $16,000	0	
$16,000 and above	0	

If you are employed, what is the primary setting of your present area of employment?

Acute hospital	24	(92.3%)
Long term health care facility	1	(3.9%)
Clinic or health center	0	
Public health	0	
Laboratory (private)	0	
Physicians office	1	(3.9%)
Educational institution	0	
Industry or business	0	
Other	0	

Are you employed in Kern County?

Yes, 24 (85.7%) No, 4 (14.3%)

What size city are you working in?

0 -- 20,000	1	(5.3%)
20,001 -- 50,000	2	(10.5%)
50,001 -- 100,000	11	(57.9%)
100,001 -- 500,000	5	(26.3%)
Greater than 500,000	0	

In summary, a large majority of Bakersfield College R.N. graduates are working full time as a general R.N. at an acute hospital in Bakersfield at a salary of $8,000 to $10,000. Twenty-nine percent are making in excess of $10,000.

Future job aspirations were as follows:

Under ideal conditions, what size city would you like to work in in the future?

0 -- 20,000	3	(12.5%)
20,001 -- 50,000	7	(29.2%)
50,001 -- 100,000	8	(33.3%)
100,001 -- 500,000	6	(25.0%)
Greater than 500,000	0	

What size of city do you expect to work in in the near future?

0 -- 20,000	2	(10%)
20,001 -- 50,000	4	(20%)
50,001 -- 100,000	9	(45%)
100,001 -- 500,000	5	(25%)
Greater than 500,000	0	

If you are working in Kern County, would you like to remain in Kern County?

Yes, 15 (62.5%) No, 8 (33.3%) Maybe, 1 (4.2%)

Are you interested in working in rural areas?

Yes, 9 (39.1%) No, 13 (56.5%) Maybe, 1 (4.4%)

If you are not employed as a nurse, have you obtained employment in a health related field?

Yes, 0 No, 3 (100%)

Have you decided to enroll in a program leading to a baccalaureate degree?

Yes, 9 (34.6%) No, 16 (61.5%) Maybe, 1 (3.9%)

Are you planning to enroll in an educational program unrelated to nursing?

Yes, 1 (3.9%) No, 24 (92.3%) Maybe, 1 (3.9%)

Population of preferred employment areas vary. Nine respondents (39.1%), expressed an interest in working in rural areas. Nine (34.6%) expressed an interest in ultimately obtaining a bachelors degree.

B. 1969-73 R.N. Graduates

Forty-four of 123 on the graduation lists responded, (35.8%). Response by each of the classes was as follows:

Class	Size	Response	Percentage
1973	26	9	34.6
1972	24	9	37.5
1971	32	10	31.3
1970	25	8	32.0
1969	16	8	50.0

Thirty-nine of the forty-four, (88.6%), reported they were currently employed as a nurse. Four of the five unemployed indicated they were unemployed by choice.

About half of the respondents were over the age of 31; half were below as the age distribution information below indicates:

21 -- 25	16	(36.4%)
26 -- 30	5	(11.4%)
31 -- 35	3	(6.8%)
36 -- 40	5	(11.4%)
41 -- 45	8	(18.2%)
46 -- 50	5	(11.4%)
51 -- 55	1	(2.3%)
56 and over	1	(2.3%)

City of residence information below indicates that a large proportion of nurses had grown up in rural areas:

During ages 0 -- 10:		
0 -- 20,000	25	(56.8%)
20,001 -- 50,000	8	(18.2%)
50,001 -- 100,000	6	(13.6%)
100,001 -- 500,000	3	(6.8%)
Greater than 500,000	1	(2.3%)
Unknown	1	(2.3%)
During ages 11 -- 17:		
0 -- 20,000	21	(47.7%)
20,001 -- 50,000	6	(13.6%)
50,001 -- 100,000	9	(20.5%)
100,001 -- 500,000	6	(13.6%)
Greater than 500,000	1	(2.3%)
Unknown	1	(2.3%)
During ages 18 -- 22:		
0 -- 20,000	8	(19.1%)
20,001 -- 50,000	4	(9.5%)
50,001 -- 100,000	17	(40.5%)
100,001 -- 500,000	7	(16.7%)
Greater than 500,000	5	(11.9%)
Unknown	1	(2.4%)

Information on high school graduation class is indicated below:

Year of Graduation:			Size of Graduation Class:		
1945 and before	4	(9.5%)	0 -- 25	2	(4.9%)
1946-50	8	(19.1%)	26 -- 50	2	(4.9%)
1951-55	2	(4.8%)	51 -- 100	5	(12.2%)
1956-60	6	(14.3%)	101 -- 200	9	(22.0%)
1961-65	3	(7.1%)	201 -- 500	21	(51.2%)
1966-70	17	(40.5%)	Greater than 500	2	(4.9%)
1971-present	2	(4.8%)			

Type of high school -	Private		Public	
	4	(9.3%)	39	(90.7%)

Decision to go into nursing was essentially one of inner motivation as is indicated below:

Parental influence	8	(18.6%)
Other relative(s)	2	(4.7%)
High school counseling	0	
High school teacher(s)	0	
College teacher(s)	0	
Inner motivation	26	(60.5%)
Other	7	(16.3%)

High school counseling, as responses indicated above, played no part in the decisions to go into nursing. This counseling was judged to be inadequate by half of the 44 respondents.

Nine of the thirty-four, (20.9%), had switched to nursing from another major. These majors were psychology (2), general education (2), business administration (1), chemistry (1), occupational therapy (1) and English (1).

Questions relating to employment information yielded the following responses:

Are you employed?	Part time		Full time	
	8	(20.5%)	31	(79.5%)

If employed part time, please designate what percentage of full time you are working -

0 -- 20 percent	2	(33.3%)
20 -- 40 percent	2	(33.3%)
40 -- 60 percent	1	(16.7%)
60 -- 80 percent	1	(16.7%)
80 -- 99 percent	0	

If you are employed part time, would you prefer to be working full time?

Yes, 0 No, 6 (100%)

Are you employed in Kern County?

	Yes		No	
1973	8		0	
1972	7		0	
1971	7		2	
1970	4		3	
1969	4		3	
	30	(79%)	8	(21.1%)

What size city are you working in?

0 -- 20,000	2	(5.9%)
20,001 -- 50,000	0	
50,001 -- 100,000	22	(64.7%)
100,001 -- 500,000	5	(14.7%)
Greater than 500,000	5	(14.7%)

What is the title of your job?

General Staff	18	(47.4%)
Head, Supervisor	6	(15.8%)
I.C.U.	5	(13.2%)
Other	3	(7.9%)
Doctor Asst.	2	(5.3%)
O.B. Delivery	2	(5.3%)
C.C.U. Staff	1	(2.6%)
Phlebotomist	1	(2.6%)

What is the annual salary?

	1973	1972	1971	1970	1969	Total
Below $4,000	0	*1 (14.3%)	0	0	*1 (14.3%)	2 (5.3%)
$4,000 to $6,000	0	0	0	*1 (14.3%)	0	1 (2.6%)
$6,000 to $8,000	0	0	0	0	0	0
$8,000 to $10,000	7 (87.5%)	3 (42.9%)	4 (44.4%)	2 (28.6%)	1 (14.3%)	17 (44.7%)
$10,000 to $12,000	1 (12.5%)	3 (42.9%)	4 (44.4%)	3 (42.9%)	2 (28.6%)	13 (34.2%)
$12,000 to $14,000	0	0	1 (11.1%)	1 (14.3%)	3 (42.7%)	5 (13.2%)
$14,000 to $16,000	0	0	0	0	0	0
$16,000 and above	0	0	0	0	0	0

* part time

How long have you held your current job?

	1973	1972	1971	1970	1969	Total
Less than a year	5 (62.5%)	4 (57.1%)	0	0	2 (28.6%)	11 (29.0%)
1 year	2 (25.0%)	1 (14.3%)	1 (11.1%)	1 (14.3%)	0	5 (13.2%)
2 years	1 (12.5%)	2 (28.6%)	2 (22.2%)	3 (42.7%)	2 (28.6%)	10 (26.3%)
3 years	0	0	5 (55.6%)	1 (14.3%)	0	6 (15.8%)
4 years	0	0	1 (11.1%)	2 (28.6%)	0	3 (7.9%)
5 years	0	0	0	0	3 (42.9%)	3 (7.9%)

Have you held other jobs between the time you left Bakersfield College and your present job?

	Yes		No	
1973	4		3	
1972	4		3	
1971	3		6	
1970	5		3	
1969	4		3	
	20	(52.6%)	18	(47.4%)

What is the primary setting of your present area of employment?

Acute hospital	29	(76.3%)
Long term health care facility	1	(2.6%)
Clinic or health center	1	(2.6%)
Public health	0	
Physician's office	4	(10.5%)
Industry or business	1	(2.6%)
Educational institution	1	(2.6%)
Other	1	(2.6%)

The information above can be summarized as follows:

1. Those who are working part time are doing so by choice.

2. Most appear to be working in Kern County and in Bakersfield; however, the longer after graduation, the greater the tendency to be working out of Kern County.

3. Most are working as general staff at an acute hospital. Six already have supervisory positions.

4. Almost half have worked in one or more positions prior to the one currently held. Written responses indicated most previous jobs were also in acute hospitals in the Bakersfield area.

5. Salary information indicates a salary of $8,000 to $10,000 for the group with one year experience; $12,000 is the median salary for the 1969 group.

Questions on future job aspirations and attitudes toward nursing yielded the following responses:

Under ideal conditions, what size of city would you LIKE to work in?

0 -- 20,000	7	(20.0%)
20,001 -- 50,000	3	(8.6%)
50,001 -- 100,000	14	(40.0%)
100,001 -- 500,000	5	(14.3%)
Greater than 500,000	5	(14.3%)
No preference	1	(2.9%)

What size of city do you EXPECT to work in in the near future?

0 -- 20,000	4	(11.7%)
20,001 -- 50,000	0	
50,001 -- 100,000	20	(58.8%)
100,001 -- 500,000	6	(17.7%)
Greater than 500,000	4	(11.8%)

If you are working in Kern County, would you like to remain in Kern County?

Yes		No		No Preference	
22	(73.3%)	7	(23.3%)	1	(3.3%)

Do you expect to remain in Kern County?

Yes		No		No Indication	
23	(76.7%)	5	(16.7%)	2	(6.7%)

Are you interested in working in rural areas?

Yes		No		No Preference	
13	(38.2%)	20	(58.8%)	1	(2.9%)

If you had to do it over again, would you become a nurse?

Yes	27	(64.3%)
Yes, would become R.N. earlier	5	(11.9%)
Yes, with reservations	3	(7.1%)
No	0	
Little, or no comment	7	(16.7%)

The above responses suggest the following:

1. Most expect to continue to work in Kern County in the greater Bakersfield area.

2. Thirteen of thirty-four to respond, (38.2%), expressed an interest in rural health care. In the written responses, these 13 said good salaries, adequate supplies and the opportunity of being a nurse practitioner might attract them to this area.

3. Most were enthused about nursing as a profession. Written comments in Part III will give insights to this.

Responses to the following questions indicate respondent attitudes toward the R.N. program at Bakersfield College:

Did your courses at Bakersfield College give you the skills to function effectively in your present job?

	Yes		No	
1973	6	(85.7%)	1	(14.3%)
1972	5	(100.0%)	0	
1971	6	(66.7%)	3	(33.3%)
1970	7	(87.5%)	1	(12.5%)
1969	6	(85.7%)	1	(14.3%)
	30	(83.3%)	6	(16.7%)

Did your courses at B.C. enable you to advance in your present job?

	Yes		No	
1973	4	(66.7%)	2	(33.3%)
1972	3	(50.0%)	3	(50.0%)
1971	4	(50.0%)	4	(50.0%)
1970	4	(50.0%)	4	(50.0%)
1969	2	(28.6%)	5	(71.4%)
	17	(48.6%)	18	(51.4%)

How well did your total nursing education program relate to the real world?

	Excellently		Very Well		Adequately		Poorly	
1973	1	(14.3%)	3	(42.7%)	3	(42.7%)	0	
1972	0		3	(60.0%)	0		2	(40.0%)
1971	0		2	(22.2%)	6	(66.7%)	1	(11.1%)
1970	1	(12.5%)	4	(50.0%)	3	(37.5%)	0	
1969	1	(16.7%)	4	(66.7%)	1	(16.7%)	0	
	3	(8.6%)	16	(45.7%)	13	(37.1%)	3	(8.6%)

Was training at an institution beyond B.C. necessary for you to obtain your present job?

	Yes		No	
1973	2	(33.3%)	4	(66.7%)
1972	1	(16.7%)	5	(83.3%)
1971	3	(33.3%)	6	(66.7%)
1970	1	(12.5%)	7	(87.5%)
1969	3	(42.9%)	4	(57.1%)
	10	(27.8%)	26	(72.2%)

Course content in the B.C. nursing program was -

	Excellent		Good		Adequate		Poor	
1973	1	(14.3%)	5	(71.4%)	1	(14.3%)	0	
1972	1	(14.3%)	2	(28.6%)	3	(42.9%)	1	(14.3%)
1971	3	(30.0%)	6	(60.0%)	1	(10.0%)	0	
1970	5	(55.6%)	3	(33.3%)	1	(11.1%)	0	
1969	3	(37.5%)	5	(62.5%)	0		0	
	13	(31.7%)	21	(51.2%)	6	(14.6%)	1	(2.4%)

How interesting or challenging did you find your B.C. nursing course work including clinical experience?

	Very Interesting		Interesting		All Right		Dull
1973	1	(14.3%)	6	(85.7%)	0		0
1972	2	(28.6%)	3	(42.9%)	2	(28.6%)	0
1971	2	(20.0%)	6	(60.0%)	2	(20.0%)	0
1970	3	(33.3%)	6	(66.7%)	0		0
1969	3	(33.3%)	6	(66.7%)	0		0
	11	(26.2%)	27	(64.3%)	4	(9.5%)	0

Do you feel the nursing staff was supportive when you needed aid and encouragement or advice?

	Very Definitely		Somewhat		I Received Minimum Help	
1973	5	(71.4%)	1	(14.3%)	1	(14.3%)
1972	3	(42.9)	3	(42.9%)	1	(14.3%)
1971	2	(25.0%)	6	(75.0%)	0	
1970	6	(66.7%)	2	(22.2%)	1	(11.1%)
1969	4	(44.4%)	5	(55.6%)	0	
	20	(50.0%)	17	(42.5%)	3	(7.5%)

How did Bakersfield College assist you in obtaining employment?

I did not seek employment assistance	40	(100%)
B.C. personnel directly helped me to obtain part time employment	0	
B.C. personnel directly helped me to obtain full time employment	0	
I intend to use B.C. personnel to obtain a job in the future	0	

Would you like to see advanced nursing courses offered through the continuing education program at B.C.?

Yes	No	No Preference
33 (84.6%)	5 (12.8%)	1 (2.6%)

An examination of the above tables would indicate the following:

1. The Bakersfield College program gave the respondents skills to function effectively in the real world.

2. More training beyond B.C. was felt necessary to advance in a job by about half the respondents, particularly the older class (1969).

3. B.C. courses did only moderately in relating to the real world. The class of 1971 was particularly concerned with this.

4. Almost three-quarters did not need training beyond B.C. for their present job.

5. Generally, course content, interest, and staff supportive actions received high ratings from all nurses and from all classes. Again, the 1971 group seemed to give lower ratings.

6. Respondent support of the program is indicated by the fact that 33, (84.6%), desired to see advanced nursing courses offered through B.C. The courses desired will be listed in Part III.

The responses following deal only with the five unemployed. Clearly, only one is actively seeking employment.

Did you become employed as a nurse when you left Bakersfield College?

Yes, 5 No, 0

Are you employed in a health related field?

Yes, 0 No, 5

If you are not employed, are you seeking employment as a nurse?

Yes, 2 No, 3

If you are not employed, are you currently enrolled in a program leading to a baccalaureate degree?

Yes, 0 No, 5

Are you enrolled in an educational program unrelated to nursing?

Yes, 0 No, 5

Are you unemployed by choice (e.g., family obligations)?

Yes, 4 No, 1

Do you plan to return to nursing in the next five years?

Yes, 3 No, 1 Maybe, 1

C. 1974 L.V.N. Graduates

The June, 1974 L.V.N. class was only 17 students; six returned the questionnaire. Written responses summarized in Part III are probably more significant for this group. A statistical review of the type offered for the 1974 R.Ns. is therefore impossible. However, responses can be summarized as follows:

1. Five were female, one was male; two were ages 20-25; one each were in the three age brackets 26-30, 31-35, 36-40; all graduated from public high schools; time of high school graduation varied from 1945-1969; equal numbers had grown up in cities in the 0-20,000, 20,000-50,000, and 50,000-100,000 categories.

2. All had gone into nursing because of inner motivation; two of six feel high school counseling was inadequate; only one had switched to nursing from another major.

3. Five of the six were employed (one of the five - part time by choice); Four of the five are working in an acute hospital, one in a long term health care facility; all are employed in Kern County and both prefer and plan to continue to work in Kern County; only two expressed an interest in rural health care.

4. Of the four that indicated salary, one is making below $4,000; two $4,000-$6,000 and one $6,000-$8,000.

5. Five of the six gave B.C. high ratings in giving skills to obtain employment, in supplying good course content, and in supplying a challenging clinical experience. However, four of the six gave the nursing staff low rankings in supplying aid and encouragement. Four of the six desired a B.C. continuing education course.

D. 1969-73 L.V.N. Graduates

Thirty-two of 143, (21.4%), of the graduates listed responded. The eight L.V.N. classes, for computer calculation purposes, were divided into three groups. Responses within these three groups were:

Group	Class	Total	Responses	Percentage
1973	February, June, December	56	16	28.6
1972	February, September	46	9	19.6
1969-71	September 1969, June 1970, September 1971	60	7	11.7

Twenty-eight of the thirty-two respondents, (87.5%), reported they were currently employed as a nurse. All but one of those unemployed were by choice, and all ultimately planned to return to nursing.

Median age of respondents appeared to be about 35 as age distribution information seems to indicate:

21 -- 25	11	(35.5%)
26 -- 30	2	(6.5%)
31 -- 35	4	(12.9%)
36 -- 40	7	(22.6%)
41 -- 45	3	(9.7%)
46 -- 50	2	(6.5%)
51 -- 55	2	(6.5%)
56 and over	0	

As with the R.Ns., city of residence information below indicates that a large proportion of nurses had grown up in rural areas:

During ages 0 -- 10:		
0 -- 20,000	20	(64.5%)
20,001 -- 50,000	3	(9.7%)
50,001 -- 100,000	3	(9.7%)
100,001 -- 500,000	4	(12.9%)
Greater than 500,000	1	(3.2%)
During ages 11 -- 17:		
0 -- 20,000	15	(48.4%)
20,001 -- 50,000	4	(12.9%)
50,001 -- 100,000	7	(22.6%)
100,001 -- 500,000	4	(12.9%)
Greater than 500,000	1	(3.2%)
During ages 18 -- 22:		
0 -- 20,000	9	(29.0%)
20,001 -- 50,000	4	(12.9%)
50,001 -- 100,000	8	(25.8%)
100,001 -- 500,000	7	(22.6%)
Greater than 500,000	3	(9.7%)

Information on high school graduation is indicated below:

Year of Graduation:			Size of Graduation Class:		
1945 and before	3	(10.7%)	0 -- 25	0	
1946-50	1	(3.6%)	26 -- 50	5	(16.1%)
1951-55	4	(14.3%)	51 -- 100	2	(6.5%)
1956-60	3	(10.7%)	101 -- 200	5	(16.1%)
1961-65	3	(10.7%)	201 -- 500	8	(25.8%)
1966-70	12	(42.9%)	Greater than 500	6	(19.4%)
1971-present	2	(7.1%)	G.E.D.	5	(16.1%)

Type of high school -	Private	Public
	0	30 (100%)

It is to be noted that 5 of the 32 had never graduated from high school (16.1% of respondents).

Decision to go into nursing was essentially inner motivation as indicated below:

Parental influence	2	(6.3%)
Other relative(s)	1	(3.1%)
High school counseling	2	(6.3%)
High school teacher(s)	0	
College teacher(s)	1	(3.1%)
Inner motivation	23	(71.9%)
Other	3	(9.4%)

Only 7 of the 32, (24.1%), thought high school counseling was adequate; two (6.3%), had gone into nursing at the urging of their high school counselor; five (15.6%), had switched to nursing from another major.

Questions relating to employment information yielded the following responses:

Are you employed?	Part time	Full time
	4 (14.8%)	23 (85.2%)

If employed part time, please designate what percentage of full time you are working -

0 -- 20 percent	0	
20 -- 40 percent	3	(100%)
40 -- 60 percent	0	
60 -- 80 percent	0	
80 -- 99 percent	0	

If you are employed part time, would you prefer to be working full time?

Yes, 1 (33.3%) No, 2 (66.7%)

Are you employed in Kern County?

Yes, 26 (96.3%) No, 1 (3.7%)

What size city are you working in?

0 -- 20,000	1	(4.2%)
20,001 -- 50,000	2	(8.3%)
50,001 -- 100,000	12	(50.0%)
100,001 -- 500,000	6	(25.0%)
Greater than 500,000	3	(12.5%)

What is the title of your job?

General L.V.N.	18	(66.7%)
I.C.U.	2	(7.4%)
Head, Supervisor	2	(7.4%)
Doctor Asst.	2	(7.4%)
Teacher Aid	1	(3.7%)
Personal Health	1	(3.7%)
Surgery	1	(3.7%)

What is the annual salary?

	1973	1972	1969-71	Total
Below $4,000	1 (11.1%)	1 (11.1%)	0	2 (8.3%)
$4,000 to $6,000	1 (11.1%)	3 (33.3%)	2 (33.3%)	6 (25.0%)
$6,000 to $8,000	6 (66.7%)	5 (55.6%)	1 (16.7%)	12 (50.0%)
$8,000 to $10,000	1 (11.1%)	0	3 (50.0%)	4 (16.7%)
$10,000 to $12,000	0	0	0	0
$12,000 to $14,000	0	0	0	0
$14,000 to $16,000	0	0	0	0
$16,000 and above	0	0	0	0

How long have you held your current job?

	1973	1972	1969-71	Total
Less than a year	8 (66.7%)	4 (44.4%)	1 (16.7%)	13 (48.2%)
1 year	3 (25.0%)	0	0	3 (11.1%)
2 years	1 (8.3%)	5 (55.6%)	1 (16.7%)	7 (25.9%)
3 years	0	0	3 (50.0%)	3 (11.1%)
4 years	0	0	0	0
5 years	0	0	1 (16.7%)	1 (3.7%)

Have you held other jobs between the time you left Bakersfield College and your present job?

Yes, 11 (39.3%) No, 17 (60.7%)

What is the primary setting of your present area of employment?

Acute hospital	19	(67.8%)
Long term health care facility	6	(21.4%)
Clinic or health center	0	
Public health	0	
Physician's office	2	(7.1%)
Industry or business	0	
Educational institution	1	(3.6%)
Other	0	

The information above can be summarized as follows:

1. Twenty-three of twenty-seven to respond to question 15 indicated they are employed full time. Only one of the part time employed nurses would prefer to be working full time.

2. Most appear to be working either in an acute hospital or a long term health care facility in the greater Bakersfield area. Eleven, (39.3%), of the respondents had worked in one or more jobs prior to the current job.

3. Median salary is about $7,000; $8,000 appears to be the median salary for the 1969-71 group.

Questions on future job aspirations and attitudes toward nursing yield the following responses:

Under ideal conditions, what size of city would you LIKE to work in?

0 -- 20,000	10	(37.0%)
20,001 -- 50,000	5	(18.5%)
50,001 -- 100,000	5	(18.5%)
100,001 -- 500,000	6	(22.2%)
Greater than 500,000	1	(3.7%)

What size of city do you EXPECT to work in in the near future?

0 -- 20,000	4	(16.7%)
20,001 -- 50,000	4	(16.7%)
50,001 -- 100,000	10	(41.7%)
100,001 -- 500,000	5	(20.8%)
Greater than 500,000	1	(4.2%)

If you are working in Kern County, would you like to remain in Kern County?

Yes, 19 (73.1%) No, 7 (26.9%)

Do you expect to remain in Kern County?

Yes, 24 (92.3%) No, 2 (7.7%)

Are you interested in working in rural areas?

Yes, 18 (55.6%) No, 10 (37.0%) Maybe, 2 (7.4%)

If you had to do it over again would you become a nurse?

Yes, definitely	14	(50.0%)
Yes, would become L.V.N. earlier	4	(14.3%)
Would have become R.N.	6	(21.4%)
No	1	(3.6%)
Little, or no comment	3	(10.7%)

The above responses suggest the following:

1. Most expected to continue to work in the greater Bakersfield area.

2. A large portion, (55.6%), indicated a willingness to work in rural areas. Satisfactory working conditions and money were held to be inducements by the small amount who responded in writing.

3. Most L.V.Ns. indicated enthusiasm for nursing. More details will appear in Part III.

Responses to the following questions indicate respondent attitudes toward the L.V.N. program at Bakersfield College:

Did your courses at B.C. give you the skills to function effectively in your present job?

	Yes		No	
1973	12	(100.0%)	0	
1972	9	(100.0%)	0	
1969-71	5	(83.3%)	1	(16.7%)
	26	(96.3%)	1	(3.7%)

Did your courses at Bakersfield College enable you to advance in your present job?

	Yes		No	
1973	7	(70.0%)	3	(30.0%)
1972	5	(62.5%)	3	(37.5%)
1969-71	3	(50.0%)	3	(50.0%)
	15	(62.5%)	9	(37.5%)

How well did your total nursing education program relate to the real world?

	Excellently		Very Well		Adequately		Poorly	
1973	2	(15.4%)	7	(53.9%)	4	(30.8%)	0	
1972	4	(44.4%)	3	(33.3%)	2	(22.2%)	0	
1969-71	1	(16.7%)	2	(33.3%)	2	(33.3%)	1	(16.7%)
	7	(25.0%)	12	(42.8%)	8	(28.6%)	1	(3.6%)

Was training at an institution beyond B.C. necessary for you to obtain your present job?

	Yes		No	
1973	3	(23.1%)	10	(76.9%)
1972	1	(11.1%)	8	(88.9%)
1969-71	2	(33.3%)	4	(66.7%)
	6	(21.4%)	22	(78.6%)

Course content in the B.C. nursing program was -

	Excellent		Good		Adequate		Poor	
1973	6	(40.0%)	8	(53.3%)	1	(6.7%)	0	
1972	3	(33.3%)	3	(33.3%)	3	(33.3%)	0	
1969-71	3	(50.0%)	2	(33.3%)	1	(16.7%)	0	
	12	(40.0%)	13	(43.3%)	5	(16.7%)	0	

How interesting or challenging did you find your B.C. nursing course work including clinical experience?

	Very Interesting		Interesting		All Right		Dull	
1973	6	(40.0%)	6	(40.0%)	2	(13.3%)	1	(6.7%)
1972	5	(55.6%)	2	(22.2%)	2	(22.2%)	0	
1969-71	4	(57.1%)	2	(28.6%)	1	(14.3%)	0	
	15	(48.4%)	10	(32.3%)	5	(16.1%)	1	(3.2%)

Do you feel the nursing staff was supportive when you needed aid and encouragement or advice?

	Very Definitely		Somewhat		I Received Minimum Help	
1973	6	(40.0%)	7	(46.7%)	2	(13.3%)
1972	7	(77.8%)	1	(11.1%)	1	(11.1%)
1969-71	3	(42.8%)	4	(57.1%)	0	
	16	(51.6)	12	(38.7%)	3	(9.6%)

How did Bakersfield College assist you in obtaining employment?

I did not seek employment assistance	23	(74.2%)
B.C. personnel directly helped me to obtain part time employment	1	(3.2%)
B.C. personnel directly helped me to obtain full time employment	5	(16.1%)
I intend to use B.C. personnel to obtain a job in the future	2	(6.5%)

Would you like to see advanced nursing courses offered through the continuing education program at B.C.?

Yes	No	No Preference
27 (93.1%)	1 (3.5%)	1 (3.5%)

An examination of the above tables would indicate the following:

1. B.C. courses gave L.V.Ns. the skills to function in their jobs; 78.6% felt training beyond B.C. had not been necessary for their job.

2. B.C. courses had only been moderately successful in relating to the real world.

3. Course content, staff support and course interest were rated high by all classes.

4. A very large percentage, (93.1%), wanted to see B.C. offer continuing education for L.V.Ns. Course suggestions will be offered in Part III.

Part III - Respondents Written Comments

Written comments often give more insight than computerized data; therefore, the comments that follow were taken from respondent answers to three questions -- concerning attitudes toward nursing, the Bakersfield College nursing programs, and nursing continuing education.

Specifically it is divided into six parts:

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A.	Responses to Questions Concerning Attitude Toward Nursing (R.N.) As a Profession	26
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C.	Strong and Weak Points of Bakersfield College Registered Nurse Program As Seen by R.N. Classes 1969-74	29
D.	Strong and Weak Points of Bakersfield College Licensed Vocational Nurses As Seen by L.V.N. Classes 1969-74	33
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F.	1969-74 L.V.Ns. - Courses Desired Through Bakersfield College Continuing Education	36

A. Responses to Questions Concerning Attitude Toward Nursing (R.N.) As a Profession

As indicated by responses to Question 12, most respondents went into nursing because of inner motivation. Several wrote of experiences in hospitals with relatives, or even by themselves, had motivated them to go into nursing. The responses to Question 32 indicate that if anything, this dedication and enthusiasm of nursing as a career

increases once one goes out and actually works in the occupation. Several individuals felt over-worked but made it clear they would still consider no other occupation but nursing.

Quotations that follow are representative of these feelings:

"I love nursing - I enjoy my job - I had to wait a long time to fulfill my desire - but if I had to do it again - I would gladly go through it - it took me 5 years to complete this program - but I had two sons to see through school - now I'm able to help them through college. Thanks to Bakersfield College for accepting middle age students - I had worked in a hospital for 15 years before I went into the nursing program - I receive a lot of satisfaction from my job as a R.N."

"If I had it to do over again I wouldn't wait so long to go into nursing. It is the ideal profession for me. I thoroughly enjoy working as an R.N. I find this job less interesting and challenging as my job at G.B.M.H. however, I do like the acute hospital situation. And now that I am married to a man with an Air Force career it is more ideal. He is frequently required to move - when I was seeking employment here in Santa Maria, I was hired on the spot after my references had been checked via telephone. Also, I have found that my education is sufficient so that I have been able to function effectively with other nurses from different levels of education and areas."

"First of all if I had it all to do over again I would become a nurse. It's a responsible and good salary position - dependable. I feel that nursing is not as organized as a profession as it should be - C.N.A. is fine as a group - but seems weak in our area of Bakersfield - inservice education is of poor quality here - we need more seminars that are pertinent - I'm tired of lectures by stagnated physicians in this area - we need 'new blood' - we are only as trained as our 'town' will permit - our salaries aren't uniform - the hospital that I'm employed by doesn't offer salary according to experience or type of R.N. degree - nurses need to unite and protest many of the undesireable job situations: lack of coffee breaks, lack of dinner, lack of unemployment benefits and no retirement benefits."

"I enjoy nursing most of the time. If I had to do it over again I would start at an earlier age so I could further my education. I believe young girls should get a higher degree than Diploma or Associate such as I have. Changes need to be made and we on the lower levels are unable to make such changes. I don't mind too much being overworked but I resent being understaffed and unable to give good patient care. I believe nurses become very frustrated and bitter when caught between an administration who will not,

or cannot, give you good help and doctors who cannot understand why their patients are not receiving better care."

"Nursing as an occupation is fulfilling and financially profitable. It offers an opportunity to serve mankind and bring a little happiness into others lives. The work is challenging and very interesting, offering unlimited opportunity to increase knowledge and nursing skills. I raised a family of three children (youngest 18 years old) prior to becoming a nurse so therefore I was quite determined in the goal I set to become a R.N. If I had it to do over again I would become a nurse."

"Sometimes when my feet are killing me, the patients are buzzing their call lights, the co-workers are yelling for more help, the doctors are complaining, and the phone keeps ringing, I ask myself, why did I ever become a nurse? The hours are terrible, the pay isn't that great for the hard work and responsibility, and all too often no one says thank you. Why didn't I become a cocktail waitress, a teacher, or a secretary? A nice clean Monday to Friday, 8 a.m. to 4 p.m. job with plenty of time off to live my own life; oh what a nice dream that is! Why, why I ask; because where else besides in the nursing profession would a woman be so respected, be in a constant learning environment, have rewards as saving the life of another human being, have the satisfaction of knowing and understanding the body functions and mental processes. There isn't anything in this world more interesting than people. I love them and enjoy being involved in their lives. Giving returns a joy to me that is beyond all else. Nursing is me, constantly changing, continually learning, caring and sharing, giving, understanding, and teaching. I love nursing and never aspire to be anything but a nurse."

B. Responses to Questions Concerning Attitude Toward Nursing (L.V.N.) As a Profession

As with R.Ns., L.V.Ns. were enthused about nursing as an occupation. More discontent than that expressed by R.Ns. did emerge. Common complaint was being made to feel inferior to R.Ns., simply being treated as an aid.

Some sample comments were:

"I am very satisfied in the nursing field. Yes, I would repeat my training - I regret that I didn't go into the nursing field

years before, especially since I had always had that desire. I find job opportunities plentiful - no wardrobe problems, a variety of available shifts and most of all, much appreciation of my skills by others!"

"I have ambivalent feelings toward nursing. I don't know what I would have gone into instead of nursing. I can't see myself as a secretary or a hair dresser like my sisters. If I had it to do over, I would have gone into the R.N. program. I went to Bakersfield Adult School to get my high school diploma. The counselor there tried to discourage me from trying to get into the L.V.N. program. I was unhappy, to say the least, when I found out at my interview (to get in the L.V.N. program) that by taking some English before, that I could have had a chance at getting into the R.N. program. I think the reason I would have tried to get into the R.N. program, thinking back, is the way L.V.Ns. are treated by some - as if you didn't have a brain in your head. Also, you're nice to have around when they need you but don't expect too much back. I have heard several R.Ns. say (2 year ones) that L.V.Ns. aren't really nurses."

"I would become a nurse if I had it to do over again -- I wish I had trained at an earlier age as I originally planned and I would train to be an R.N. instead of an L.V.N. I could not have become a nurse at all if it had not been for the type of program at BC, therefore I am grateful for my education -- because it has opened up a whole new world for me and made my life more interesting and fulfilling."

"Yes, I would like to go on to the R.N. program but I understand it is hard for a L.V.N. to get in as they only take 2 to 4 each new class. I feel this is wrong as we know what nursing is and will not be dropping the class as many do who have never been in or around hospitals. Many are allowed into the (R.N. and L.V.N.) program because of very high grades but cannot do floor care and soon drop or are dropped. I enjoy nursing; I only wish I had started much earlier in life. May I say the L.V.N. program at BC is <u>excellent</u> and you come out a good L.V.N."

C. Strong and Weak Points of Bakersfield College Registered Nurse Program As Seen by R.N. Classes 1969-74

This section will first summarize comments made by most nursing students in their assessment of the Bakersfield College R.N. program and then will present comments by nursing graduates which will hopefully provide

additional insights.

1. Students clearly get upset by changes of staff in a program of this nature. The change in staff from Dr. Cafferty to Mrs. Chan in the Fall of 1970 upset students who were caught in the middle. Loyalty seemed to remain toward the original instructors. Students were similarly upset when two instructors quit in the Fall of 1972.
2. The lack of coordination between staff members and inconsistant grading standards of the nursing teaching staff concerned the groups to graduate in 1972, 1973 and 1974.
3. Comments about the realistic nature of the education, particularly nursing clinical experience, were varied -- most believed the current teaching staff has a great amount of experience to offer to students.
4. Most felt the program offerings were comparable to three and four year R.N. programs but were concerned about the transferability of courses to a four year college.
5. The 1974 graduates gave strong ratings to courses in the area of psychiatric nursing and weak ratings to courses involving pediatrics.
6. Comments are as follow:

> "The chemistry and microbiology courses were superficial. The pharmaceutical part of chemistry was excellent. My psychiatric experience at Camario State Mental Hospital was a waste. More time should be spent on acute care of patients, monitors - reading them - and care of ICU patients."
>
> "As stated previously, my training was during Dr. Cafferty's (Katherine) time. Was absolutely amazed at knowledge dispensed to us as compared to nurses' of longer educational program. We even topped them."

"Good basic foundation of nursing; my 2nd year self government was encouraged; good nutrition, anatomy, microbiology and chemistry foundations. After an inservice program I felt very comfortable in assuming a floor by myself. During my inservice I was able to work with an experienced floor nurse who helped supervise me while I handled the floor. Weak points: Need more IU therapy; more individuality stressed and more self government; need to feel free to discuss problems freely with instructors and know your problems will not be 'aired freely' to others; the new prerequisites are good but it's extending the program too long; more CPR training."

"I went thru the vocational nursing program at BC in 1968 and I don't believe I learned as much, or I should say I didn't learn as much in the R.N. program at BC. I was glad that I had my L.V.N. training as a good background, because I don't feel the R.N. program is as strong or as good as it was when Miss Cafferty was in charge of the program. Some of the time we were in the clinical area during the R.N. training, we wouldn't even have an instructor on the floor with us. Most of my knowledge came from the V.N. program and going to work. I hope some day the R.N. program can again become what it used to be at BC."

"I find it a very rewarding occupation with a great deal of challenge. However, I did get to a point at which I began to feel that I was as far as I could go without further education. I did go back to school at that point for my B.S.N. and did find that my degree opened many new doors -- it also gave me opportunity to explore areas in nursing that were closed (and rightly so) to 2 year grads. I feel that my 2 year program at Bakersfield was more tuned in to real situations and less protective than are 2 year programs in this area. (I base this opinion on talks and interviews I have had with students in 2 year programs in the area)."

"Strong points: Psychology course, Mrs. Layton had it together; one transition program from L.V.N. to R.N.; inexpensive; located in the city in which I lived. Weak points: Instructors lack of practical knowledge; Director of Nurses prejudice against L.V.Ns.; lack of clinical supervision by instructors; poor rapport between instructors and staff at training hospitals; lack of individual interest in students; no unity in score test, nor unity among instructors; instructors read from book during lectures instead of summarized or clarifying information; lack of continuity in classes."

"The theory presented is adequate. However, students need more real, efficient, knowledgable instructors and instructions rather than the book education offered. There's so much to nursing -- but the mystery and confusion isn't necessary. Often the instructors are at a loss or fail to make

clear certain definite, practical nursing practices. To try to give examples: The 'ins and outs' of IUs - sterile technique - assisting physicians at the bedside - and 100,000 other daily routine duties basic to a nurse's foundation for beginning a job anywhere. The theory is of major importance - but a little more time in clinical or practical tasks would be beneficial. Possibly this is just experience to come with time."

"Medical care and nursing are such a wide area that it is almost impossible to be perfectly or completely able to cover every aspect of health care. Yet, the program made every effort to afford the student an opportunity and to expose the nursing student to every kind of medical service available in the Bakersfield area. The lecture content was excellent throughout, and was reinforced by clinical experience or observation at the special clinics. I thoroughly believe every area imaginable in nursing care was exhausted by the department. I think the weakest point is the graduation requirements of Chemistry 11, Anatomy and Physiology 43 A & B, Microbiology 43, Pharmacology 43, not being transferable to an upper division institution."

"Strong: Some instructors really cared. Didn't allow personal feelings to influence judgment. Weak: Lack of co-ordination of subjects in classes. Would like to see circulatory system taught by pharmacology, anatomy, etc., all at the same time. Is this possible in a 2 year program? Studying classes individually doesn't allow for best cross reference! All students aware of personal disagreements among instructors. (Instructors quit during program!!) Aware of favoritism of some students by instructors. Made to purchase new books that weren't used to capacity (maybe one chapter - even less). Had to purchase 2 med-surg books. WHY!! Each instructor had her own ideas on what was important. Please have the group get their heads together. All books rarely used thoroughly. If not felt important, why not assign just reference material."

"Bakersfield College had a different program when I graduated - Miss Cafferty seems to personify the typical attitude of most physicians in this area - she demanded emotional maturity, intelligence and determination - we were constantly observed - the observations I've made of BC R.N. (recent) students are very embarassing - instructors don't observe the students care - they are absent for the most part while hospital personnel are expected to train the students."

D. Strong and Weak Points of Bakersfield College Licensed Vocational Nurses As Seen by L.V.N. Classes 1969-74

This section will first summarize comments made by most nursing students in their assessment of the Bakersfield College L.V.N. program and then will conclude with direct quotes which will provide elaboration of these points.

Concerns of L.V.N. students about the program appeared to be centered around the following:

1. Some felt drop out rates were high and the threat of being dropped from the program was constantly hanging over student's heads. Some seemed to resent this pressure; others felt that it led to the emergence of a small but well trained group.
2. Others felt that instruction was good but that student/faculty ratios should be lower. There was some concern expressed that L.V.Ns. were made to feel a status inferior to R.Ns.
3. Many rated the clinical experience in the L.V.N. program as superior to that in the R.N. program. Some hoped that because of this, most L.V.N. instruction should be applicable to the R.N. program if students wished to move to this.
4. Specific comments were varied in point of view:

> "The only weak point I guess would be the fact there were Welfare students in our class who had <u>everything</u> paid for them and there was <u>much</u> resentment when some would talk of parties, drinking, beauty shop appointments, etc. Many others who paid their own way found this hard to take. I don't know what you could do about something like this but just think this is a weak point in the program."
>
> "In BC's V.N. program there was too much criticism regarding students personal lives and personalities. Our class began with 60-some students and graduated 24. Some of these dropped on their own - many others were advised <u>strongly</u> to drop because of personal 'problems'. I myself was 'strongly

advised' to drop, but didn't. I don't agree with this method of administration. I feel the strongest point was the emphasis placed on clinical experience. With it I was able to apply what I learned in classes to real people."

"It was many times pointed out how lowly the L.V.N. was. We worked hard and were put down for it. In class instruction was excellent. There was not enough instruction in specialized areas, i.e. OR, L & D, etc. My teachers were very 'down' or 'negative' on L.V.Ns. in Labor & Delivery."

"In the L.V.N. program I think we had good classroom and clinical instructors. I felt we had excellent and thorough subject coverage along with good clinical instruction and observation. My only feeling of not having enough instructions came in the clinical area of Pharmacology. What we did have was good, there was just not enough of it. So more time taken in the administration, results, and the whys of giving medication."

"L.V.N. program is tops. Instructors are very helpful and give students opportunity to learn. Clinical experience is above what even the R.N. program students receive. The L.V.N. program prepares the students for their role after school."

"Strong points: Selective in choosing applicants; wonderful instructors; grading is so stiff that even if you get a 'C' you are prepared to function in working environment."

"The school and study classes were good and I believe we learned a great deal. It was a little tough but everyone wants to pass State Board tests. I feel so strongly about all the harassment and threats we were under at all times under the program. Around 90% of my classmates started taking tranquilizers the first semester. The hospital floor grades were made a great deal on personality. Teachers always checked on the grades other teachers gave. Mrs. Arakelian in particular usually gave the same grade the teacher before her had given. D grades are handed out liberally on clinical, and you are repeatedly told if two teachers give you many D grades, you will be removed from the course no matter how good your classroom grades are. We have been told the teachers of the L.V.N. classes are R.Ns. with no teaching experience. Maybe this is the trouble. You at BC must be aware that the 18 to 20 year olds hardly ever make it through this course. If their grades are good, they drop because of the strain. My theory is that the young feel they can do something else and will not take this treatment. When you become a little older, you have already tried other things and it becomes do or die, even if you end up with poor health or a nervous breakdown. I hope the board will

listen. You could still keep this high standard and not have this treatment to ones who have tried so hard. I feel very strong about the clinical experience. It was based on fear and continual threats. This is not the proper situation for learning. Looking back on the past months, I do not believe the board at BC realizes what is going on."

"Would like to see a laddering program for L.V.Ns. and R.Ns."

"Strong courses: Cardiovascular; Genitourinary; Neuro; OB; Ortho; Pharmacology. Weak courses: Pediatrics; Med-Surg.; Respiratory. The courses which were the hardest, I learned the most, and the instructors seemed interested in teaching all they could."

"I am very displeased and disgusted with the entire mess, and tell everyone I come in contact with what a farce it was and is! The director (Mrs. Harding) of the L.V.N. course has set herself up as a God, and her instructors under her are also brainwashed into giving final decrees at the drop of a hat if someone offends them. The total concept of the course if NEGATIVE! The words 'you may be dropped from the course' hang over your head the entire 1½ years. You are graded on how an instructor feels on a certain day (while in clinical) or if you have built her ego up enough. The instructors are very prejudice against male students. It appears to be a threat to them. My class started out with 32 and 14 or 15 graduated. The second semester started with about the same and now has 6 or 7 students left. I would like to see instructors with teaching degrees teach the L.V.N. program rather than 3 year graduate nurses that don't have as much formal well rounded education as I do with my A.A. degree."

"Not enough time devoted to procedures. Instructors more interested in how many patients you could handle than in your learning skills."

E. 1969-74 R.Ns. - Courses Desired Through Bakersfield College Continuing Education

Coronary, electrocardiographic, intensive care, emergency	16
OB, high risk new born	9
Supervisory, team leading	7
Periodic Symposiums on new developments	5

Public health	5
Surgical nursing	3
Biochemistry blood analysis	3
Treating diabetic patients	3
Nurse practitioner	2
Treating terminally ill patients	2
Neurology	1
Medications	1
Geriatrics	1
Rehabilitation of physically handicapped	1
E.K.G.	1

Seven of the negative responses expressed a concern that continuing education courses would not offer units that could be applied toward the baccalaureate degree.

Five respondents were concerned with the problem of time of continuing education courses - nurses work at different hours, are shifted. Perhaps intensive two day courses, suggested by a few as the answer.

F. 1969-74 L.V.Ns. - Courses Desired Through Bakersfield College Continuing Education

Coronary, intensive care, emergency	11
Pharmacology	3
Labor, delivery, OB	2
Respiratory	1
Burns	1
Anesthesia	1

Part IV - Summary, Conclusions and Recommendations

Summary

Following are the major findings and some of their implications that can be derived from this study:

1. Both R.Ns. and L.V.Ns. seemed enthused about nursing as an occupation, though L.V.Ns. felt conscious about what they believed was a status inferior to R.Ns. L.V.Ns. suggested a laddering experience for medical education to make it easier to move into R.N. training when they wished.
2. Decisions to go into nursing as a profession were essentially inner motivation. High school counseling made very little impact on career decisions.
3. Most respondents had obtained nursing jobs on their own; few had obtained direct assistance of the college. The ease of obtaining employment is indication that in the Southern San Joaquin Valley, quantity of nurses demanded exceeds quantity of nurses supplied. Whether this condition will continue in the R.N. market with Cal State, Bakersfield graduating large amounts of R.Ns. is a question worthy of exploration.
4. Acute hospitals in the greater Bakersfield area were the primary settings of employment for both R.Ns. and L.V.Ns.
5. Salaries for R.Ns. were in the $8,000 to $10,000 range for most of those who were in the first year of work; one top student in the 1974 class was already making in excess of $12,000. If a R.N. had been working five years, salaries were above $12,000. Recent L.V.Ns. were making $6,000 to $8,000; $8,000 to $10,000 was the salary range for L.V.Ns. with five years experience.
6. Mobility was high; almost half of L.V.Ns. and R.Ns. had held at least one previous job.

7. Six of the R.N. graduates were already in supervisorial positions; continuing education courses in supervision problems were mentioned by a few of these.

8. Age of respondents was over thirty for about half of R.Ns. and L.V.Ns. One-third of R.Ns. were over forty. Some of the most enthusiastic were in this older group; older students should be considered seriously when considering nursing school applicants.

9. Forty-three nurses had lived in rural areas (0-20,000) between the ages of 0-17 and another fourteen had lived in rural areas some time during their childhood. Living in rural areas seemed to have no effect on desiring to work as a nurse in rural areas. Of the entire group of nurses, R.Ns. and L.V.Ns., 47.2 percent said they would be willing to consider working in rural areas; 52.8 percent would not. Of the group raised in rural areas, 45.2 percent said they would consider working in rural areas; 54.8 percent said they would not. Of the entire sample, L.V.Ns. expressed a greater interest in rural areas than R.Ns.

10. Respondents basically reacted favorably toward the Bakersfield College R.N. program. Most felt they had gained enough skills to perform effectively in their job, but forty-five percent seemed unhappy about the realism of some of the courses. A large majority of respondents expressed an interest in continuing education, particularly those who had been out in the work force for a while. Clinical experience was rated high. Support and help of staff was rated high by most respondents.

11. Criticism and concern of the Bakersfield College program tended to be reflected in the written comments. Conflict between staff and staff resignations were causes of great upset to respondents. Policy

implications are obvious -- teaching nurses must work as a team and work-out their conflicts before presenting material to the students.

12. Though R.Ns. desired continuing education programs from Bakersfield College, the question of transfer of units and time of offerings concerned them. Courses in coronary, intensive care, and OB headed the desired list.

13. L.V.Ns. rated their courses and skills fairly high. Criticism again was basically reflected in written responses. The high drop-out rate, the pressure to do well or be removed from the program emerged in these written responses. Given the low rate of returns of questionnaires from L.V.Ns., conclusions from the small number of responses must be tenuous.

14. A large majority of L.V.Ns. wanted continuing education courses; again, coronary, intensive care, and emergency courses headed the desired list.

Conclusions and Recommendations

Clearly respondents, particularly R.Ns., were interested in the R.N. program. Most criticism was given with positive improvement and expansion of the program in mind. With new departmental leadership in the R.N. program, changes that might be suggested from the data could be implemented. Conferences, concerning these changes, should be held with Malcolm MacDonald, Fred Ittner, David Scott, Ursula Caspary-Ruoss and Annette Hinds. Similar meetings should be held with Max Burdick and Ann Harding concerning the L.V.N. program.

Part V - Samples of Questionnaires, Letters, Card

Following are samples of instruments mailed to Bakersfield College nursing graduates whose responses were measured in this study.

Included are:

A. Letter sent to both 1974 R.N. graduates and 1974 L.V.N. graduates

B. Questionnaire sent to 1974 R.Ns. and L.V.Ns.

C. Letter sent to both 1969-73 R.N. graduates and 1969-73 L.V.N. graduates

D. Questionnaire sent to 1969-73 R.Ns. and L.V.Ns.

E. Data computer card

bakersfield college founded 1913

June 7, 1974

Dear recent Bakersfield College Nursing graduate:

Bakersfield College needs your help. The College in cooperation with the Southern San Joaquin Valley Health Manpower Consortium is conducting a survey of nursing school graduates. The results will be used to build a superior nursing education program and in assessing health manpower needs in the Southern San Joaquin Valley.

To aid in this study would you please fill out the questionnaire and return in the provided envelope not later than June 17? You will note that the envelope has your name in the upper left hand corner; this is for the purpose of checking off your name when the questionnaire is returned. Following this, the envelope will be destroyed. No record will be kept of your individual response, so please be frank. For each item place a circle around the most appropriate response and or write in the space indicated.

Thank you very much for your cooperation.

Sincerely,

David C. Scott

David C. Scott
Director of Institutional Research
Bakersfield College

Fred Ittner
Associate Dean, Occupational Education
Bakersfield College

Ursula Caspary-Ruoss

Ursula Caspary-Ruoss
Executive Director
Southern San Joaquin Valley
Health Manpower Consortium, Inc.

DCS/rv

Enclosure

C/1

Questionnaire – Nursing Graduate Study

	In the column below please circle the most appropriate response
1. Sex	Male Female
2. Type of nursing program just completed	R.N. L.V.N.
3. Age	20 – 25 26 – 30 31 – 35 36 – 40 41 – 45 46 – 50 51 – 55 56 and over
4. Have you obtained employment as a nurse?	Yes No
5. Size of city of residence during ages 0 – 10	0 – 20,000 20,001 – 50,000 50,001 – 100,000 100,001 – 500,000 greater than 500,000
6. Size of city of residence during ages 11 – 17	0 – 20,000 20,001 – 50,000 50,001 – 100,000 100,001 – 500,000 greater than 500,000
7. Size of city of residence during ages 18 – 22	0 – 20,000 20,001 – 50,000 50,001 – 100,000 100,001 – 500,000 greater than 500,000
8. Year of high school graduation	_____
9. Size of high school graduating class	0 – 25 26 – 50 51 – 100 101 – 200 201 – 300 greater than 500
10. Type of high school	private public
11. Do you think your high school counseling was adequate?	Yes No

12. What influenced you to go into nursing?

parental influence
other relative (s)
high school counseling
high school teacher (s)
college teacher (s)
inner motivation
other, please specify

13. Did you have college training prior to nursing, that did you switch to nursing from another major?

Yes No

14. If your answer is yes, please specify previous program.

15. If you have already obtained employment do you feel the courses at Bakersfield College gave you the skills to obtain your new job?

Yes No

16. Was the course content in the B. C. nursing program

Excellent
Good
Adequate
Poor

17. How interesting or challenging did you find your B.C. nursing course including clinical experience

Very interesting
Interesting
All right
Dull

18. Do you feel the nursing staff of B.C. was supportive when you needed aid and encouragement or advice

Very definitely
Somewhat
I received minimum help

19. If you are employed, how did Bakersfield College assist you in obtaining employment

I did not seek employment assistance
B.C. personnel directly helped me to obtain part-time employm
B.C. personnel directly helped me to obtain full-time employm
I am still using B.C. personnel to try to obtain employment

20. List strong and weak programs of the Bakersfield nursing education program in your opinion.

21. Would you like to see advanced nursing courses offered through continuing education programs at B.C. Yes No

If your response is yes, please specify.

22. If you are employed is it

part time
full time

23. If you are employed part time please designate what percentage of full time you are working

0 – 20 per cent
20 – 40 per cent
40 – 60 per cent
60 – 80 per cent
80 – 99 per cent

24. If you are employed part time would you prefer to be working full time?

Yes No

25. If you are still seeking employment what is the aspiration you have for a job setting? If you are working what job setting would you ideally want to be in?

Acute hospital
Long term care facility
Clinic or health center
Public Health
Laboratory (private)
Physicians office
Educational institution
Industry or business
other (please specify)

26. If you are employed what is the official title of your job?

27. List the duties of the job as you understand them.
1.
2.
3.
4.
5.
6.
7.
8.

28. If you have already obtained employment, what is the annual salary?

Below $4,000
$4,000 to $6,000
$6,000 to $8,000
$8,000 to$10,000
$10,000 to $12,000
$12,000 to $14,000
$14,000 to $16,000
$16,000 and above

29. If you are employed what is the primary setting of your present area of employment?

Acute hospital
Long term health care facility
Clinic or health center
Public health
Laboratory (private)
Physicians office
Educational Institution
Industry or business
Other, please specify

30. Are you employed in Kern County? Yes No

31. What size city are you working in?
0 – 20,000
20,001 – 50,000
50,001 – 100,000
100,001 – 500,000
greater than 500,000

32. Under ideal conditions what size city would you like to work in in the future?
0 – 20,000
20,001 – 50,000
50,001 – 100,000
100,001 – 500,000
greater than 500,000

33. What size of city do you expect to work in in the near future?
0 – 20,000
20,001 – 50,000
50,001 – 100,000
100,001 – 500,000
greater than 500,000

34. If you are working in Kern County would you like to remain in Kern County? Yes No

35. Are you interested in working in rural areas? Yes No

36. Please describe any efforts that have been made or might be made to attract you to rural health care.

37. If you are not employed as a nurse, have you obtained employment in a health related field? Yes No

If your response is yes, please specify.

38. If you are employed in an area unrelated to nursing or a health related field, please specify.

39. Have you decided to enroll in a program leading to a baccalaureate degree? Yes No

If your response is yes, please specify the program and the institution.

40. Are you planning to enroll in an educational program unrelated to nursing? Yes No

41. Have you decided not to seek a nursing job by choice (e.g., family obligations)

Bakersfield College founded 1913

June 7, 1974

Dear Bakersfield College nursing graduate:

Bakersfield College needs your help. The college in coorperation with the Southern San Joaquin Valley Health Manpower Consortium is conducting a five year follow up survey of nursing school graduates. The results will be used to build a superior nursing education program and in assessing health manpower needs in the Southern San Joaquin Valley.

To aid in this study would you please fill out the questionnaire and return it in the enclosed envelope no later than June 17? You will note that the envelope has your name in the upper left hand corner; this is for the purpose of checking off your name when the questionnaire is returned. Following this, the envelope will be destroyed. No record will be kept of your individual response, so please be frank. For each item place a circle around the most appropriate response and/or write in the space indicated.

Thank you very much for your cooperation.

Sincerely,

David C. Scott
Director of Institutional Research
Bakersfield College

Fred Ittner
Associate Dean, Occupational Education
Bakersfield College

Ursula Caspary-Ruoss
Executive Director
Southern San Joaquin Valley
Health Manpower Consortium, Inc.

DCS/rv

Enclosure

C/2

Questionnaire - Nursing Education Follow up

		In the column below please circle the most appropriate response
1.	Sex	Male Female
2.	When completed Bakersfield College program	1969 1970 1971 1972 1973
3.	Age	21 - 25 26 - 30 31 - 35 36 - 40 41 - 45 46 - 50 51 - 55 56 and over
4.	Type of nursing program	R.N. L.V.N.
5.	Size of city of residence during ages 0 - 10	0 - 20,000 20,001 - 50,000 50,001 - 100,000 100,001 - 500,000 greater than 500,000
6.	Size of city of residence during ages 11 - 17	0 - 20,000 20,001 - 50,000 50,001 - 100,000 100,001 - 500,000 greater than 500,000

7. Size of city of residence during ages 18 - 22
   0 - 20,000
   20,001 - 50,000
   50,001 - 100,000
   100,001 - 500,000
   greater than 500,000

8. Year of high school graduation _____

9. Size of high school graduating class
   0 - 25
   26 - 50
   51 - 100
   101 - 200
   201 - 500
   greater than 500

10. Type of high school — private public

11. Do you think your high school counseling was adequate? — Yes No

12. What influenced you to go into nursing?
   parental influence
   other relative(s)
   high school counseling
   high school teacher(s)
   college teacher(s)
   inner motivation
   other, please specify

13. Did you have college training prior to nursing, that is, did you switch to nursing from another major? — Yes No

   If your answer is yes please specify previous program.

14. Are you currently employed as a nurse? — Yes No
   If you are NOT employed as a nurse skip the next 3 pages of this form and answer the questions on page 8.

BOTH those employed as nurses and those not should answer questions 38 - 43.

If you ARE employed as a nurse, please continue by responding to questions 15 through 43.

15. Are you employed?

part time
full time

16. If employed part time please designate what percentage of full time you are working.

0 - 20 percent
20 - 40 percent
40 - 60 percent
60 - 80 percent
80 - 99 percent

17. If you are employed part time would you prefer to be working full time?

Yes No

18. Are you employed in Kern County?

Yes No

19. What size city are you working in?

0 - 20,000
20,001 - 50,000
50,001 - 100,000
100,001 - 500,000
greater than 500,000

20. What is the title of your job?

21. List the basic duties of your job
1.
2.
3.
4.
5.
6.
7.
8.

22. What is the annual salary?

Below $4,000
$4,000 to $6,000
$6,000 to $8,000
$8,000 to $10,000
$10,000 to $12,000
$12,000 to $14,000
$14,000 to $16,000
$16,000 and above

23. How long have you held your current job?

Less than a year
1 year
2 years
3 years
4 years
5 years

24. Have you held other jobs between the time you left Bakersfield College and your present job? Yes No

25. If your response is yes, please list the title and the years you held these positions.

26. What is the primary setting of your present area of employment?

Acute hospital
Long term health care facility
Clinic or health center
Public Health
Physician's office
Industry or business
Educational institution
Other, please specify

27. Under ideal conditions, what size of city would you LIKE to work in?

0 - 20,000
20,001 - 50,000
50,001 - 100,000
100,001 - 500,000
greater than 500,000

28. What size of city do you EXPECT to work in in the near future?

0 - 20,000
20,001 - 50,000
50,001 - 100,000
100,001 - 500,000
greater than 500,000

29. If you are working in Kern County, would you like to remain in Kern County? Yes No

30. Do you expect to remain in Kern County? Yes No

31. Are you interested in working in rural areas? Yes No

32. Please describe any efforts that might be made to attract you to rural health care.

33. How do you feel about nursing as an occupation? If you had to do it over again would you become a nurse? Please discuss in the space provided.

34. Did your courses at Bakersfield College give you the skills to function effectively in your present job? Yes No

35. Did your courses at Bakersfield College enable you to advance in your present job? Yes No

36. How well did your total nursing education program relate to the real world?
- Excellently
- Very Well
- Adequately
- Poorly

37. Was training at an institution beyond B.C. necessary for you to obtain your present job? Yes No

All Answer Questions 38 - 43

38. Course content in the B.C. nursing program was
- Excellent
- Good
- Adequate
- Poor

39. How interesting or challenging did you find your B.C. nursing course work including clinical experience?
- Very interesting
- Interesting
- All right
- Dull

40. Do you feel the nursing staff was supportive when you needed aid and encouragement or advice?
- Very definitely
- Somewhat
- I received minimum help

41. How did Bakersfield College assist you in obtaining employment?
- I did not seek employment assistance
- B.C. personnel directly helped me to obtain part time employment
- B.C. personnel directly helped me to obtain full time employment
- I intend to use B.C. personnel to obtain a job in the future

42. List strong and weak points of the Bakersfield College nursing education program in your opinion.

43. Would you like to see advanced nursing courses offered through the continuing education program at B.C. Yes No

If your response is yes, please specify.

Questions only to be answered by those who are NOT currently employed as a nurse (no to Question 14)

44. Did you become employed as a nurse when you left Bakersfield College? Yes No

45. Are you employed in a health related field? Yes No
If your response is yes, please specify.

If you are employed in an area unrelated to nursing or health related field, please specify.

46. If you are not employed, are you seeking employment as a nurse? Yes No

47. If you are not employed, are you currently enrolled in a program leading to a baccalaureate degree? Yes No
If your response is yes, please specify the program and the institution.

48. Are you enrolled in an educational program unrelated to nursing? Yes No

49. Are you unemployed by choice (e.g., family obligations)? Yes No

50. Do you plan to return to nursing in the next five years? Yes No

If you have any additional comment to offer on why you left nursing, please comment here.

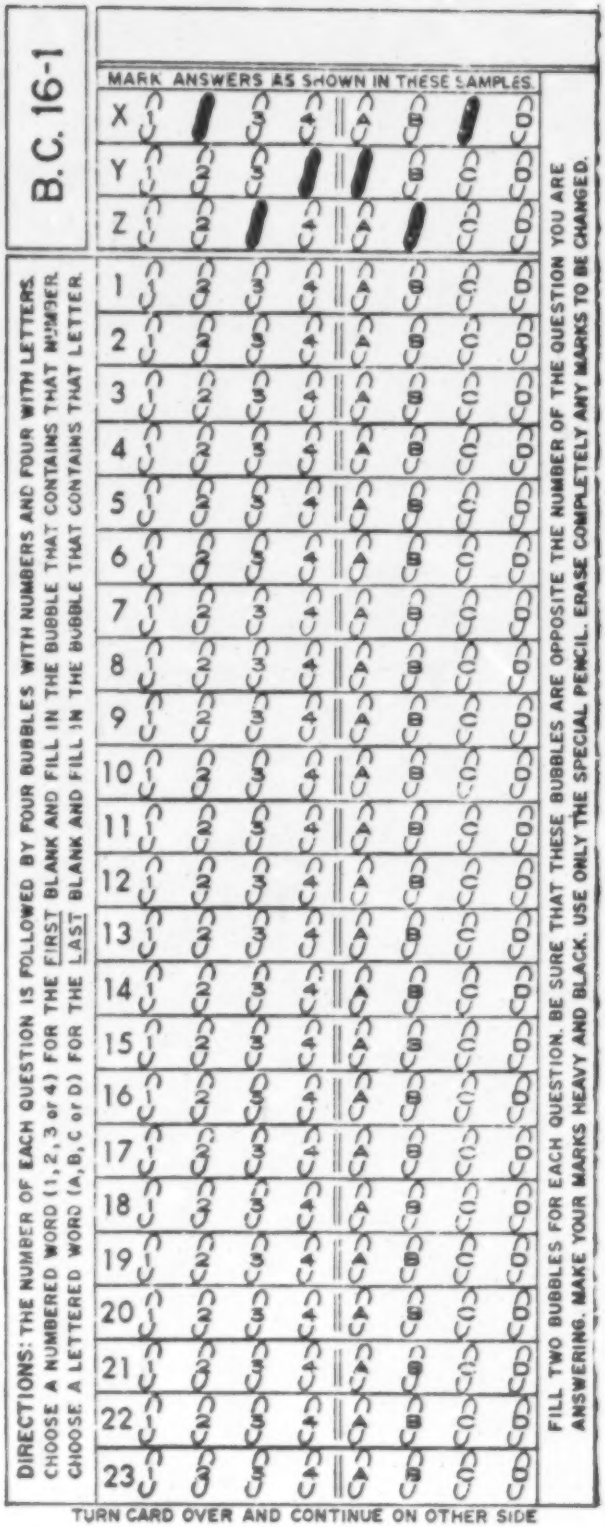
UNIVERSITY OF CALIF.
LOS ANGELES

OCT 25 1974

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

Sample Data Computer Card

BEST COPY AVAILABLE


B.C. 16-1
MARK ANSWERS AS SHOWN IN THESE SAMPLES
X
Y
Z
DIRECTIONS: THE NUMBER OF EACH QUESTION IS FOLLOWED BY FOUR BUBBLES WITH NUMBERS AND FOUR WITH LETTERS. CHOOSE A NUMBERED WORD (1, 2, 3 or 4) FOR THE FIRST BLANK AND FILL IN THE BUBBLE THAT CONTAINS THAT NUMBER. CHOOSE A LETTERED WORD (A, B, C or D) FOR THE LAST BLANK AND FILL IN THE BUBBLE THAT CONTAINS THAT LETTER.
FILL TWO BUBBLES FOR EACH QUESTION. BE SURE THAT THESE BUBBLES ARE OPPOSITE THE NUMBER OF THE QUESTION YOU ARE ANSWERING. MAKE YOUR MARKS HEAVY AND BLACK. USE ONLY THE SPECIAL PENCIL. ERASE COMPLETELY ANY MARKS TO BE CHANGED.
1 2 3 4 A B C D
2 1 2 3 4 A B C D
3 1 2 3 4 A B C D
4 1 2 3 4 A B C D
5 1 2 3 4 A B C D
6 1 2 3 4 A B C D
7 1 2 3 4 A B C D
8 1 2 3 4 A B C D
9 1 2 3 4 A B C D
10 1 2 3 4 A B C D
11 1 2 3 4 A B C D
12 1 2 3 4 A B C D
13 1 2 3 4 A B C D
14 1 2 3 4 A B C D
15 1 2 3 4 A B C D
16 1 2 3 4 A B C D
17 1 2 3 4 A B C D
18 1 2 3 4 A B C D
19 1 2 3 4 A B C D
20 1 2 3 4 A B C D
21 1 2 3 4 A B C D
22 1 2 3 4 A B C D
23 1 2 3 4 A B C D

TURN CARD OVER AND CONTINUE ON OTHER SIDE

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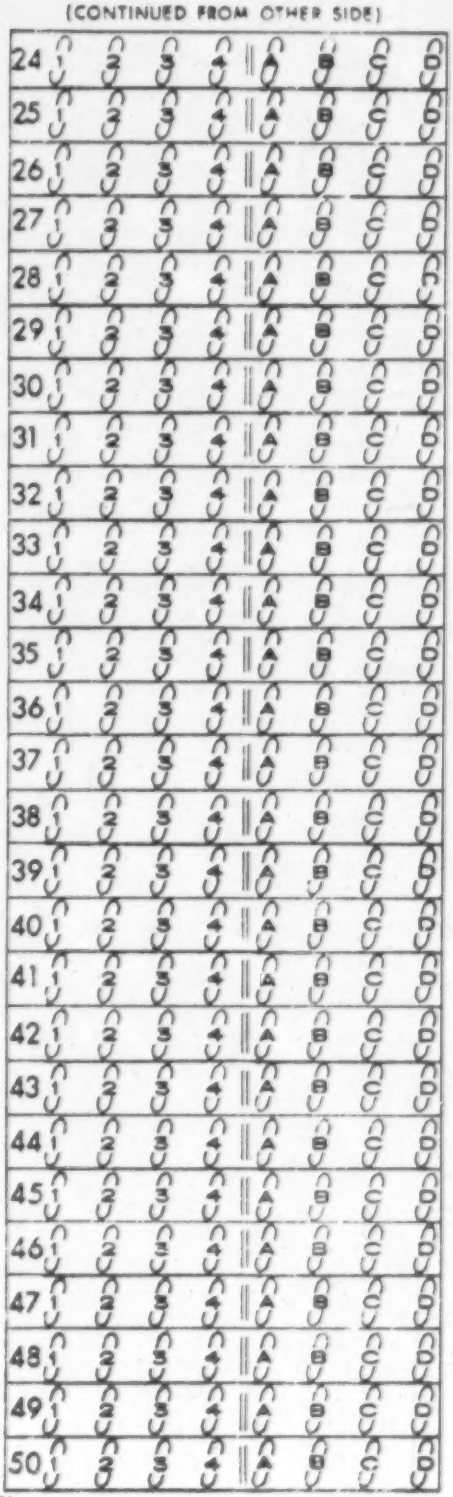

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